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United Nations common system

Draft resolution submitted by the Chairman following informal consultations

United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the report of the International Civil Service Commission for the year 2000[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

Reaffirming its commitment to a single unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument to secure staff of the highest standards of efficiency, competence and integrity for the international civil service, as stipulated under the Charter of the United Nations,

Reaffirming the central role of the Commission in the regulation and coordination of the conditions of service of the United Nations common system,

Reaffirming also the statute of the Commission,

I. Conditions of service applicable to both categories of staff

A
Framework for human resources management

Recalling its resolutions 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998 and 54/238 of 23 December 1999,

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[1] *Official Records of the General Assembly, Fifty-fifth Session, Supplement No. 30* (A/55/30).
[2] A/55/629.

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1. *Welcomes with appreciation* the work of the Commission with regard to the integrated framework for human resources management, which would assist organizations of the common system to carry forward human resources management reforms;

2. *Endorses* the conclusions of the Commission as contained in paragraph 19 of its report;[1]

3. *Requests* the Commission to use the integrated framework for human resources management as a guide to its future work programme as contained in paragraph 18 of its report;[1]

4. *Encourages* the organizations of the common system to use the framework for human resources management as a basis for their future work in human resources policies and procedures and to bring it to the attention of their governing bodies;

B

Standards of conduct for the international civil service

Recalling its resolutions 52/252 of 8 September 1998 and 54/238,

Takes note of the decisions of the Commission contained in paragraph 31 of its report,[1] urges organizations to reach consensus on draft standards of conduct in sufficient time so as to enable the Commission to finalize the text to be submitted to the General Assembly at its fifty-sixth session, and emphasizes that the proposed standards should ensure that the staff uphold the principles of integrity, impartiality and independence;

C

Review of pay and benefits system

Recalling its resolutions 51/216, 52/216 and 53/209,

1. *Takes note* of the work of the Commission in respect of the review of the pay and benefits system in the context of the integrated framework for human resources management;

2. *Takes note also* of the decision of the Commission to move forward with the review of the pay and benefits system in accordance with the modalities described in annex III to its report;[1]

D

Recognition of language knowledge

Recalling section II.E of its resolution 48/224 of 23 December 1993 and section II.B of its resolution 53/209,

Takes note of the decision of the Commission to address the issue of recognition of language knowledge within the context of the comprehensive review of the pay and benefits system;

E

Education grant

Recalling section III.C of its resolution 54/238, by which it requested the Commission to complete the review of the methodology for the education grant and report the results to the General Assembly at its fifty-fifth session,

1. *Takes note* of the decisions and recommendations of the Commission in respect of the review of the methodology for the education grant as contained in paragraph 81 of its report;[1]

2. *Urges* the organizations of the common system to harmonize their rules and regulations to ensure that the education grant be treated as a benefit payable to internationally recruited staff with expatriate status only;

3. *Approves* increases in the maximum reimbursement levels in five currency areas, as well as other adjustments to the management of expenses under the education grant, as contained in paragraph 93 of its report;[1]

4. *Takes note* of the decisions of the Commission as contained in paragraphs 94 and 95 of its report;[1]

F

Common scale of staff assessment

Recalling its resolutions 48/225 of 23 December 1993 and 51/216,

Takes note of the decisions of the Commission as contained in paragraph 102 of its report;[1]

II. Conditions of service of staff in the Professional and higher categories

A

Noblemaire principle and its application

Recalling its resolution 44/198 of 21 December 1989 and other relevant resolutions,

1. *Reaffirms* the continued application of the Noblemaire principle;

2. *Also reaffirms* the need to continue to ensure the competitiveness of the conditions of service of the United Nations common system;

B

Grade equivalencies between the United States federal civil service and the United Nations common system

Recalling section I.A of its resolution 50/208 of 23 December 1995,

1. *Takes note* of the updated grade equivalency study undertaken by the Commission with the United States federal civil service;

2. *Takes note also* of the decisions of the Commission in respect of the grade equivalency study with the comparator civil service as contained in paragraph 149 of its report;[1]

C

Evolution of the margin

Recalling section I.B of its resolution 52/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

Recalling also section IX, paragraph 3, of its resolution 46/191 A of 20 December 1991, in which it requested the Commission to include in its work a review of the differences between the United Nations and the United States net remuneration at individual grade levels,

1. *Notes* that the margin between the net remuneration of United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service for 2000 is 113.3 based on the results of the grade equivalency study between the United Nations and the United States carried out in 2000;

2. *Also notes* from annex V to the report of the Commission that the United Nations/United States remuneration ratios range from 119.9 at the P-2 level to 105.5 at the D-2 level, and considers that this imbalance should be addressed in the context of the overall margin considerations established by the General Assembly;

D

Base/floor salary scale

Recalling section I.H of its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

1. *Approves*, with effect from 1 March 2001, the revised base scale of gross and net salaries for staff in the Professional and higher categories, contained in the annex to the present resolution;

2. *Requests* the Commission, in the context of the review of the pay and benefits system, to review the firm linkage between the base/floor salary scale and the mobility and hardship allowance;

E

Dependency allowances

Recalling section II.F, paragraph 2, of its resolution 47/216 of 23 December 1992, in which it noted that the Commission would review the level of dependency allowances every two years,

Recalling also section I.F, paragraph 4, of its resolution 53/209, in which it requested the Commission to examine the methodology, rationale and scope of the allowances,

Noting that the Commission's review of dependency allowances, reflected relevant changes in tax abatement and social legislation at the seven headquarters duty stations since 1998,

1. *Takes note* of the decision of the Commission with regard to the methodology, rationale and scope of the allowances;

2. *Approves*, with effect from 1 January 2001, an increase of 11.89 per cent in the children's allowance, including that for disabled children, and in the secondary dependant's allowance;

3. *Takes note* of the updated list of hard-currency duty stations for which the allowances are specified in local currency, as contained in annex VIII to its report;[1]

4. *Notes* that dependency allowances payable to eligible common system staff should be reduced by the amount of any direct payments received from a Government in respect of dependants;

F

Post adjustment matters

Recalling its request in section II.G of its resolution 48/224 regarding the conduct of place-to-place surveys at headquarters duty stations,

1. *Welcomes* the review of the operation of the post adjustment system carried out by the Commission;

2. *Takes note* of the decisions reached by the Commission as contained in paragraph 157 of its report;[1]

III. Conditions of service of the General Service and other locally recruited categories

A

Survey of best prevailing conditions of employment in New York and Montreal

Recalling section II.A of its resolution 52/216, in which it reaffirmed that the Flemming principle should continue to serve as the basis for determining the conditions of service of the General Service and related categories and endorsed the revised methodology for surveys of best prevailing conditions of employment for these categories,

Takes note of the results of the salary surveys conducted in New York and Montreal, as reported in chapter V of the report of the Commission;[1]

B

Review of the headquarters salary survey methodology: decisions of the International Labour Organization Administrative Tribunal regarding the phasing out of the language factor in Rome and Vienna

Recalling section III, paragraph 2 of its resolution 47/216 and section II.E of its resolution 48/224,

Takes note of the decision of the Commission with regard to the treatment of the language factor, as contained in paragraph 192 of its report;[1]

IV. Strengthening the international civil service

Decides to defer consideration of the reports of the Secretary-General[3] with a view to taking a decision on strengthening the international civil service at the first part of its resumed fifty-fifth session.

[3] A/55/526 and A/54/483.

Annex

Salary scale for staff in the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment[a]

(United States dollars)

Effective 1 March 2001

Level	*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*	*XIV*	*XV*
Under-Secretary-General															
USG gross	167 035														
Net D	113 762														
Net S	102 379														
Assistant Secretary-General															
ASG gross	151 840														
Net D	104 341														
Net S	94 484														
Director															
D-2 gross	124 384	127 132	129 877	132 623	135 369	138 115									
Net D	87 318	89 022	90 724	92 426	94 129	95 831									
Net S	80 218	81 645	83 072	84 498	85 925	87 352									
Principal Officer															
D-1 gross	109 894	112 245	114 598	116 944	119 297	121 648	124 002	126 352	128 702						
Net D	78 334	79 792	81 251	82 705	84 164	85 622	87 081	88 538	89 995						
Net S	72 407	73 687	74 967	76 245	77 525	78 796	80 018	81 240	82 460						
Senior Officer															
P-5 gross	96 705	98 832	100 961	103 089	105 216	107 342	109 471	111 598	113 724	115 853	117 982	120 106	122 234		
Net D	70 157	71 476	72 796	74 115	75 434	76 752	78 072	79 391	80 709	82 029	83 349	84 666	85 985		
Net S	65 176	66 385	67 545	68 703	69 862	71 018	72 177	73 335	74 493	75 651	76 809	77 966	79 101		
First Officer															
P-4 gross	79 780	81 733	83 680	85 627	87 579	89 527	91 571	93 645	95 723	97 795	99 869	101 947	104 019	106 095	108 171
Net D	59 255	60 544	61 829	63 114	64 402	65 688	66 974	68 260	69 548	70 833	72 119	73 407	74 692	75 979	77 266
Net S	55 180	56 364	57 543	58 722	59 902	61 080	62 259	63 439	64 617	65 796	66 949	68 082	69 210	70 340	71 470
Second Officer															
P-3 gross	65 388	67 220	69 053	70 880	72 714	74 544	76 373	78 206	80 038	81 868	83 700	85 529	87 361	89 191	91 089
Net D	49 756	50 965	52 175	53 381	54 591	55 799	57 006	58 216	59 425	60 633	61 842	63 049	64 258	65 466	66 675
Net S	46 445	47 556	48 669	49 780	50 892	52 002	53 113	54 225	55 335	56 447	57 555	58 663	59 770	60 877	61 985
Associate Officer															
P-2 gross	53 129	54 632	56 132	57 633	59 135	60 692	62 332	63 967	65 606	67 244	68 879	70 520			
Net D	41 253	42 335	43 415	44 496	45 577	46 657	47 739	48 818	49 900	50 981	52 060	53 143			
Net S	38 694	39 675	40 653	41 633	42 611	43 592	44 587	45 580	46 577	47 571	48 564	49 561			
Assistant Officer															
P-1 gross	41 189	42 633	44 075	45 519	46 960	48 403	49 847	51 290	52 731	54 174					
Net D	32 656	33 696	34 734	35 774	36 811	37 850	38 890	39 929	40 966	42 005					
Net S	30 805	31 763	32 720	33 677	34 633	35 590	36 548	37 493	38 434	39 375					

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

[a] This scale will be implemented in conjunction with a consolidation of 5.1 per cent of post adjustment. There will be consequential adjustments in post adjustment indices and multipliers at all duty stations effective 1 March 2001. Thereafter, changes in post adjustment classifications will be implemented on the basis of the movements of the consolidated post adjustment indices.